

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HN	1	Annual	\$18,527.00	\$18,976.00	\$19,423.00	\$19,866.00	\$20,310.00	\$20,758.00	\$21,206.00	\$21,789.00	\$22,372.00	\$22,972.00
		Bi-Wk	\$709.85	\$727.05	\$744.18	\$761.15	\$778.17	\$795.33	\$812.50	\$834.83	\$857.17	\$880.16
		Daily	\$70.99	\$72.71	\$74.42	\$76.12	\$77.82	\$79.54	\$81.25	\$83.49	\$85.72	\$88.02
		Hourly	\$10.15	\$10.39	\$10.64	\$10.88	\$11.12	\$11.37	\$11.61	\$11.93	\$12.25	\$12.58
HN	2	Annual	\$19,423.00	\$19,866.00	\$20,310.00	\$20,758.00	\$21,206.00	\$21,648.00	\$22,093.00	\$22,702.00	\$23,309.00	\$23,934.00
		Bi-Wk	\$744.18	\$761.15	\$778.17	\$795.33	\$812.50	\$829.43	\$846.48	\$869.81	\$893.07	\$917.02
		Daily	\$74.42	\$76.12	\$77.82	\$79.54	\$81.25	\$82.95	\$84.65	\$86.99	\$89.31	\$91.71
		Hourly	\$10.64	\$10.88	\$11.12	\$11.37	\$11.61	\$11.85	\$12.10	\$12.43	\$12.76	\$13.11
HN	3	Annual	\$19,866.00	\$20,310.00	\$20,758.00	\$21,206.00	\$21,648.00	\$22,093.00	\$22,538.00	\$23,159.00	\$23,780.00	\$24,419.00
		Bi-Wk	\$761.15	\$778.17	\$795.33	\$812.50	\$829.43	\$846.48	\$863.53	\$887.32	\$911.12	\$935.60
		Daily	\$76.12	\$77.82	\$79.54	\$81.25	\$82.95	\$84.65	\$86.36	\$88.74	\$91.12	\$93.56
		Hourly	\$10.88	\$11.12	\$11.37	\$11.61	\$11.85	\$12.10	\$12.34	\$12.68	\$13.02	\$13.37
HN	4	Annual	\$20,499.00	\$21,042.00	\$21,585.00	\$22,125.00	\$22,671.00	\$23,207.00	\$23,750.00	\$24,404.00	\$25,056.00	\$25,726.00
		Bi-Wk	\$785.41	\$806.21	\$827.02	\$847.71	\$868.63	\$889.16	\$909.97	\$935.02	\$960.00	\$985.68
		Daily	\$78.55	\$80.63	\$82.71	\$84.78	\$86.87	\$88.92	\$91.00	\$93.51	\$96.00	\$98.57
		Hourly	\$11.23	\$11.52	\$11.82	\$12.12	\$12.41	\$12.71	\$13.00	\$13.36	\$13.72	\$14.09
HN	5	Annual	\$21,009.00	\$21,585.00	\$22,156.00	\$22,725.00	\$23,296.00	\$23,872.00	\$24,443.00	\$25,115.00	\$25,788.00	\$26,479.00
		Bi-Wk	\$804.95	\$827.02	\$848.89	\$870.69	\$892.57	\$914.64	\$936.52	\$962.27	\$988.05	\$1,014.53
		Daily	\$80.50	\$82.71	\$84.89	\$87.07	\$89.26	\$91.47	\$93.66	\$96.23	\$98.81	\$101.46
		Hourly	\$11.50	\$11.82	\$12.13	\$12.44	\$12.76	\$13.07	\$13.38	\$13.75	\$14.12	\$14.50
HN	6	Annual	\$21,713.00	\$22,288.00	\$22,861.00	\$23,432.00	\$24,001.00	\$24,573.00	\$25,144.00	\$25,836.00	\$26,526.00	\$27,235.00
		Bi-Wk	\$831.92	\$853.95	\$875.91	\$897.78	\$919.58	\$941.50	\$963.38	\$989.89	\$1,016.33	\$1,043.49
		Daily	\$83.20	\$85.40	\$87.60	\$89.78	\$91.96	\$94.15	\$96.34	\$98.99	\$101.64	\$104.35
		Hourly	\$11.89	\$12.20	\$12.52	\$12.83	\$13.14	\$13.45	\$13.77	\$14.15	\$14.52	\$14.91
HN	7	Annual	\$22,347.00	\$22,918.00	\$23,496.00	\$24,065.00	\$24,634.00	\$25,205.00	\$25,777.00	\$26,485.00	\$27,192.00	\$27,920.00
		Bi-Wk	\$856.21	\$878.09	\$900.23	\$922.04	\$943.84	\$965.71	\$987.63	\$1,014.76	\$1,041.84	\$1,069.74
		Daily	\$85.63	\$87.81	\$90.03	\$92.21	\$94.39	\$96.58	\$98.77	\$101.48	\$104.19	\$106.98
		Hourly	\$12.24	\$12.55	\$12.87	\$13.18	\$13.49	\$13.80	\$14.11	\$14.50	\$14.89	\$15.29
HN	8	Annual	\$24,001.00	\$24,701.00	\$25,402.00	\$26,101.00	\$26,806.00	\$27,503.00	\$28,205.00	\$28,979.00	\$29,756.00	\$30,555.00
		Bi-Wk	\$919.58	\$946.40	\$973.26	\$1,000.04	\$1,027.05	\$1,053.76	\$1,080.66	\$1,110.31	\$1,140.08	\$1,170.69
		Daily	\$91.96	\$94.64	\$97.33	\$100.01	\$102.71	\$105.38	\$108.07	\$111.04	\$114.01	\$117.07
		Hourly	\$13.14	\$13.52	\$13.91	\$14.29	\$14.68	\$15.06	\$15.44	\$15.87	\$16.29	\$16.73
HN	9	Annual	\$24,732.00	\$25,462.00	\$26,190.00	\$26,926.00	\$27,655.00	\$28,382.00	\$29,118.00	\$29,917.00	\$30,718.00	\$31,541.00
		Bi-Wk	\$947.59	\$975.56	\$1,003.45	\$1,031.65	\$1,059.58	\$1,087.44	\$1,115.64	\$1,146.25	\$1,176.94	\$1,208.47
		Daily	\$94.76	\$97.56	\$100.35	\$103.17	\$105.96	\$108.75	\$111.57	\$114.63	\$117.70	\$120.85
		Hourly	\$13.54	\$13.94	\$14.34	\$14.74	\$15.14	\$15.54	\$15.94	\$16.38	\$16.82	\$17.27

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HN	10 Annual	\$25,519.00	\$26,282.00	\$27,045.00	\$27,817.00	\$28,577.00	\$29,354.00	\$30,158.00	\$30,986.00	\$31,816.00	\$32,669.00
	Bi-Wk	\$977.74	\$1,006.98	\$1,036.21	\$1,065.79	\$1,094.91	\$1,124.68	\$1,155.48	\$1,187.21	\$1,219.01	\$1,251.69
	Daily	\$97.78	\$100.70	\$103.63	\$106.58	\$109.50	\$112.47	\$115.55	\$118.73	\$121.91	\$125.17
	Hourly	\$13.97	\$14.39	\$14.81	\$15.23	\$15.65	\$16.07	\$16.51	\$16.97	\$17.42	\$17.89
HN	11 Annual	\$26,320.00	\$27,116.00	\$27,919.00	\$28,713.00	\$29,530.00	\$30,364.00	\$31,202.00	\$32,060.00	\$32,917.00	\$33,798.00
	Bi-Wk	\$1,008.43	\$1,038.93	\$1,069.70	\$1,100.12	\$1,131.42	\$1,163.38	\$1,195.48	\$1,228.36	\$1,261.19	\$1,294.95
	Daily	\$100.85	\$103.90	\$106.97	\$110.02	\$113.15	\$116.34	\$119.55	\$122.84	\$126.12	\$129.50
	Hourly	\$14.41	\$14.85	\$15.29	\$15.72	\$16.17	\$16.62	\$17.08	\$17.55	\$18.02	\$18.50
HN	12 Annual	\$27,167.00	\$28,002.00	\$28,827.00	\$29,683.00	\$30,545.00	\$31,422.00	\$32,290.00	\$33,178.00	\$34,065.00	\$34,976.00
	Bi-Wk	\$1,040.89	\$1,072.88	\$1,104.49	\$1,137.28	\$1,170.31	\$1,203.91	\$1,237.17	\$1,271.19	\$1,305.18	\$1,340.08
	Daily	\$104.09	\$107.29	\$110.45	\$113.73	\$117.04	\$120.40	\$123.72	\$127.12	\$130.52	\$134.01
	Hourly	\$14.87	\$15.33	\$15.78	\$16.25	\$16.72	\$17.20	\$17.68	\$18.16	\$18.65	\$19.15
HN	13 Annual	\$28,686.00	\$29,740.00	\$30,795.00	\$31,856.00	\$32,916.00	\$33,974.00	\$35,038.00	\$36,000.00	\$36,963.00	\$37,953.00
	Bi-Wk	\$1,099.09	\$1,139.47	\$1,179.89	\$1,220.54	\$1,261.15	\$1,301.69	\$1,342.46	\$1,379.32	\$1,416.21	\$1,454.14
	Daily	\$109.91	\$113.95	\$117.99	\$122.06	\$126.12	\$130.17	\$134.25	\$137.94	\$141.63	\$145.42
	Hourly	\$15.71	\$16.28	\$16.86	\$17.44	\$18.02	\$18.60	\$19.18	\$19.71	\$20.24	\$20.78
HN	14 Annual	\$30,018.00	\$31,118.00	\$32,212.00	\$33,303.00	\$34,396.00	\$35,489.00	\$36,584.00	\$37,588.00	\$38,597.00	\$39,633.00
	Bi-Wk	\$1,150.12	\$1,192.27	\$1,234.18	\$1,275.98	\$1,317.86	\$1,359.74	\$1,401.69	\$1,440.16	\$1,478.82	\$1,518.51
	Daily	\$115.02	\$119.23	\$123.42	\$127.60	\$131.79	\$135.98	\$140.17	\$144.02	\$147.89	\$151.86
	Hourly	\$16.44	\$17.04	\$17.64	\$18.23	\$18.83	\$19.43	\$20.03	\$20.58	\$21.13	\$21.70
HN	15 Annual	\$31,453.00	\$32,577.00	\$33,703.00	\$34,826.00	\$35,956.00	\$37,087.00	\$38,207.00	\$39,259.00	\$40,311.00	\$41,391.00
	Bi-Wk	\$1,205.10	\$1,248.17	\$1,291.31	\$1,334.33	\$1,377.63	\$1,420.96	\$1,463.87	\$1,504.18	\$1,544.49	\$1,585.87
	Daily	\$120.51	\$124.82	\$129.14	\$133.44	\$137.77	\$142.10	\$146.39	\$150.42	\$154.45	\$158.59
	Hourly	\$17.22	\$17.84	\$18.45	\$19.07	\$19.69	\$20.30	\$20.92	\$21.49	\$22.07	\$22.66
HN	16 Annual	\$32,971.00	\$34,129.00	\$35,291.00	\$36,451.00	\$37,609.00	\$38,771.00	\$39,926.00	\$41,023.00	\$42,122.00	\$43,251.00
	Bi-Wk	\$1,263.26	\$1,307.63	\$1,352.15	\$1,396.60	\$1,440.96	\$1,485.48	\$1,529.74	\$1,571.77	\$1,613.87	\$1,657.13
	Daily	\$126.33	\$130.77	\$135.22	\$139.66	\$144.10	\$148.55	\$152.98	\$157.18	\$161.39	\$165.72
	Hourly	\$18.05	\$18.69	\$19.32	\$19.96	\$20.59	\$21.23	\$21.86	\$22.46	\$23.06	\$23.68
HN	17 Annual	\$34,591.00	\$35,789.00	\$36,980.00	\$38,173.00	\$39,365.00	\$40,556.00	\$41,749.00	\$42,896.00	\$44,045.00	\$45,226.00
	Bi-Wk	\$1,325.33	\$1,371.23	\$1,416.86	\$1,462.57	\$1,508.24	\$1,553.87	\$1,599.58	\$1,643.53	\$1,687.55	\$1,732.80
	Daily	\$132.54	\$137.13	\$141.69	\$146.26	\$150.83	\$155.39	\$159.96	\$164.36	\$168.76	\$173.28
	Hourly	\$18.94	\$19.59	\$20.25	\$20.90	\$21.55	\$22.20	\$22.86	\$23.48	\$24.11	\$24.76
HN	18 Annual	\$36,328.00	\$37,546.00	\$38,771.00	\$39,992.00	\$41,213.00	\$42,440.00	\$43,659.00	\$44,860.00	\$46,062.00	\$47,297.00
	Bi-Wk	\$1,391.88	\$1,438.55	\$1,485.48	\$1,532.27	\$1,579.05	\$1,626.06	\$1,672.76	\$1,718.78	\$1,764.83	\$1,812.15
	Daily	\$139.19	\$143.86	\$148.55	\$153.23	\$157.91	\$162.61	\$167.28	\$171.88	\$176.49	\$181.22
	Hourly	\$19.89	\$20.56	\$21.23	\$21.89	\$22.56	\$23.23	\$23.90	\$24.56	\$25.22	\$25.89

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HN	19 Annual	\$38,100.00	\$39,365.00	\$40,621.00	\$41,883.00	\$43,137.00	\$44,399.00	\$45,653.00	\$46,909.00	\$48,163.00	\$49,452.00
	Bi-Wk	\$1,459.78	\$1,508.24	\$1,556.37	\$1,604.72	\$1,652.76	\$1,701.12	\$1,749.16	\$1,797.28	\$1,845.33	\$1,894.72
	Daily	\$145.98	\$150.83	\$155.64	\$160.48	\$165.28	\$170.12	\$174.92	\$179.73	\$184.54	\$189.48
	Hourly	\$20.86	\$21.55	\$22.24	\$22.93	\$23.62	\$24.31	\$24.99	\$25.68	\$26.37	\$27.07
HN	20 Annual	\$40,031.00	\$41,319.00	\$42,609.00	\$43,893.00	\$45,184.00	\$46,472.00	\$47,765.00	\$49,077.00	\$50,390.00	\$51,739.00
	Bi-Wk	\$1,533.76	\$1,583.11	\$1,632.53	\$1,681.73	\$1,731.19	\$1,780.54	\$1,830.08	\$1,880.35	\$1,930.66	\$1,982.34
	Daily	\$153.38	\$158.32	\$163.26	\$168.18	\$173.12	\$178.06	\$183.01	\$188.04	\$193.07	\$198.24
	Hourly	\$21.92	\$22.62	\$23.33	\$24.03	\$24.74	\$25.44	\$26.15	\$26.87	\$27.59	\$28.32
HN	21 Annual	\$41,995.00	\$43,322.00	\$44,644.00	\$45,971.00	\$47,295.00	\$48,615.00	\$49,941.00	\$51,314.00	\$52,687.00	\$54,097.00
	Bi-Wk	\$1,609.01	\$1,659.85	\$1,710.50	\$1,761.35	\$1,812.07	\$1,862.65	\$1,913.45	\$1,966.06	\$2,018.66	\$2,072.69
	Daily	\$160.91	\$165.99	\$171.05	\$176.14	\$181.21	\$186.27	\$191.35	\$196.61	\$201.87	\$207.27
	Hourly	\$22.99	\$23.72	\$24.44	\$25.17	\$25.89	\$26.61	\$27.34	\$28.09	\$28.84	\$29.61
HN	22 Annual	\$43,137.00	\$44,709.00	\$46,281.00	\$47,850.00	\$49,428.00	\$50,996.00	\$52,567.00	\$54,013.00	\$55,459.00	\$56,944.00
	Bi-Wk	\$1,652.76	\$1,712.99	\$1,773.22	\$1,833.34	\$1,893.80	\$1,953.87	\$2,014.07	\$2,069.47	\$2,124.87	\$2,181.77
	Daily	\$165.28	\$171.30	\$177.33	\$183.34	\$189.38	\$195.39	\$201.41	\$206.95	\$212.49	\$218.18
	Hourly	\$23.62	\$24.48	\$25.34	\$26.20	\$27.06	\$27.92	\$28.78	\$29.57	\$30.36	\$31.17
HN	23 Annual	\$45,168.00	\$46,809.00	\$48,442.00	\$50,081.00	\$51,719.00	\$53,357.00	\$54,996.00	\$56,508.00	\$58,020.00	\$59,574.00
	Bi-Wk	\$1,730.58	\$1,793.45	\$1,856.02	\$1,918.82	\$1,981.58	\$2,044.33	\$2,107.13	\$2,165.06	\$2,222.99	\$2,282.53
	Daily	\$173.06	\$179.35	\$185.61	\$191.89	\$198.16	\$204.44	\$210.72	\$216.51	\$222.30	\$228.26
	Hourly	\$24.73	\$25.63	\$26.52	\$27.42	\$28.31	\$29.21	\$30.11	\$30.93	\$31.76	\$32.61
HN	24 Annual	\$47,330.00	\$49,038.00	\$50,748.00	\$52,455.00	\$54,160.00	\$55,869.00	\$57,575.00	\$59,156.00	\$60,740.00	\$62,366.00
	Bi-Wk	\$1,813.41	\$1,878.86	\$1,944.37	\$2,009.78	\$2,075.10	\$2,140.58	\$2,205.94	\$2,266.52	\$2,327.21	\$2,389.51
	Daily	\$181.35	\$187.89	\$194.44	\$200.98	\$207.51	\$214.06	\$220.60	\$226.66	\$232.73	\$238.96
	Hourly	\$25.91	\$26.85	\$27.78	\$28.72	\$29.65	\$30.58	\$31.52	\$32.38	\$33.25	\$34.14
HN	25 Annual	\$49,635.00	\$51,403.00	\$53,172.00	\$54,940.00	\$56,712.00	\$58,481.00	\$60,250.00	\$61,907.00	\$63,563.00	\$65,264.00
	Bi-Wk	\$1,901.73	\$1,969.47	\$2,037.25	\$2,104.99	\$2,172.88	\$2,240.66	\$2,308.43	\$2,371.92	\$2,435.37	\$2,500.54
	Daily	\$190.18	\$196.95	\$203.73	\$210.50	\$217.29	\$224.07	\$230.85	\$237.20	\$243.54	\$250.06
	Hourly	\$27.17	\$28.14	\$29.11	\$30.08	\$31.05	\$32.01	\$32.98	\$33.89	\$34.80	\$35.73
HN	26 Annual	\$52,070.00	\$53,896.00	\$55,734.00	\$57,575.00	\$59,411.00	\$61,239.00	\$63,075.00	\$64,810.00	\$66,546.00	\$68,329.00
	Bi-Wk	\$1,995.02	\$2,064.99	\$2,135.41	\$2,205.94	\$2,276.29	\$2,346.33	\$2,416.67	\$2,483.15	\$2,549.66	\$2,617.97
	Daily	\$199.51	\$206.50	\$213.55	\$220.60	\$227.63	\$234.64	\$241.67	\$248.32	\$254.97	\$261.80
	Hourly	\$28.51	\$29.50	\$30.51	\$31.52	\$32.52	\$33.52	\$34.53	\$35.48	\$36.43	\$37.40
HN	27 Annual	\$54,638.00	\$56,540.00	\$58,442.00	\$60,332.00	\$62,234.00	\$64,133.00	\$66,033.00	\$67,850.00	\$69,665.00	\$71,529.00
	Bi-Wk	\$2,093.41	\$2,166.29	\$2,239.16	\$2,311.58	\$2,384.45	\$2,457.21	\$2,530.00	\$2,599.62	\$2,669.16	\$2,740.58
	Daily	\$209.35	\$216.63	\$223.92	\$231.16	\$238.45	\$245.73	\$253.00	\$259.97	\$266.92	\$274.06
	Hourly	\$29.91	\$30.95	\$31.99	\$33.03	\$34.07	\$35.11	\$36.15	\$37.14	\$38.14	\$39.16

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HN	28 Annual	\$57,387.00	\$59,350.00	\$61,318.00	\$63,284.00	\$65,245.00	\$67,208.00	\$69,171.00	\$71,072.00	\$72,974.00	\$74,928.00
	Bi-Wk	\$2,198.74	\$2,273.95	\$2,349.35	\$2,424.68	\$2,499.81	\$2,575.02	\$2,650.23	\$2,723.07	\$2,795.94	\$2,870.81
	Daily	\$219.88	\$227.40	\$234.94	\$242.47	\$249.99	\$257.51	\$265.03	\$272.31	\$279.60	\$287.09
	Hourly	\$31.42	\$32.49	\$33.57	\$34.64	\$35.72	\$36.79	\$37.87	\$38.91	\$39.95	\$41.02
HN	29 Annual	\$57,939.00	\$60,100.00	\$62,270.00	\$64,436.00	\$66,599.00	\$68,762.00	\$70,926.00	\$72,876.00	\$74,828.00	\$76,832.00
	Bi-Wk	\$2,219.89	\$2,302.69	\$2,385.83	\$2,468.82	\$2,551.69	\$2,634.56	\$2,717.48	\$2,792.19	\$2,866.98	\$2,943.76
	Daily	\$221.99	\$230.27	\$238.59	\$246.89	\$255.17	\$263.46	\$271.75	\$279.22	\$286.70	\$294.38
	Hourly	\$31.72	\$32.90	\$34.09	\$35.27	\$36.46	\$37.64	\$38.83	\$39.89	\$40.96	\$42.06
HN	30 Annual	\$60,250.00	\$62,480.00	\$64,707.00	\$66,933.00	\$69,163.00	\$71,391.00	\$73,621.00	\$75,645.00	\$77,668.00	\$79,745.00
	Bi-Wk	\$2,308.43	\$2,393.87	\$2,479.20	\$2,564.49	\$2,649.93	\$2,735.29	\$2,820.73	\$2,898.28	\$2,975.79	\$3,055.37
	Daily	\$230.85	\$239.39	\$247.92	\$256.45	\$265.00	\$273.53	\$282.08	\$289.83	\$297.58	\$305.54
	Hourly	\$32.98	\$34.20	\$35.42	\$36.64	\$37.86	\$39.08	\$40.30	\$41.41	\$42.52	\$43.65
HN	31 Annual	\$64,867.00	\$67,240.00	\$69,615.00	\$71,988.00	\$74,363.00	\$76,739.00	\$79,118.00	\$81,293.00	\$83,469.00	\$85,703.00
	Bi-Wk	\$2,485.33	\$2,576.25	\$2,667.25	\$2,758.17	\$2,849.16	\$2,940.20	\$3,031.35	\$3,114.68	\$3,198.05	\$3,283.64
	Daily	\$248.54	\$257.63	\$266.73	\$275.82	\$284.92	\$294.02	\$303.14	\$311.47	\$319.81	\$328.37
	Hourly	\$35.51	\$36.81	\$38.11	\$39.41	\$40.71	\$42.01	\$43.31	\$44.50	\$45.69	\$46.91
HN	32 Annual	\$67,456.00	\$69,891.00	\$72,333.00	\$74,772.00	\$77,217.00	\$79,657.00	\$82,100.00	\$84,356.00	\$86,614.00	\$88,933.00
	Bi-Wk	\$2,584.53	\$2,677.82	\$2,771.38	\$2,864.83	\$2,958.51	\$3,052.00	\$3,145.60	\$3,232.04	\$3,318.55	\$3,407.40
	Daily	\$258.46	\$267.79	\$277.14	\$286.49	\$295.86	\$305.20	\$314.56	\$323.21	\$331.86	\$340.74
	Hourly	\$36.93	\$38.26	\$39.60	\$40.93	\$42.27	\$43.60	\$44.94	\$46.18	\$47.41	\$48.68
HN	33 Annual	\$70,160.00	\$72,668.00	\$75,176.00	\$77,687.00	\$80,190.00	\$82,701.00	\$85,212.00	\$87,557.00	\$89,900.00	\$92,306.00
	Bi-Wk	\$2,688.13	\$2,784.22	\$2,880.31	\$2,976.52	\$3,072.42	\$3,168.63	\$3,264.83	\$3,354.68	\$3,444.45	\$3,536.63
	Daily	\$268.82	\$278.43	\$288.04	\$297.66	\$307.25	\$316.87	\$326.49	\$335.47	\$344.45	\$353.67
	Hourly	\$38.41	\$39.78	\$41.15	\$42.53	\$43.90	\$45.27	\$46.65	\$47.93	\$49.21	\$50.53
HN	34 Annual	\$73,042.00	\$75,612.00	\$78,193.00	\$80,769.00	\$83,345.00	\$85,923.00	\$88,498.00	\$90,930.00	\$93,365.00	\$95,866.00
	Bi-Wk	\$2,798.55	\$2,897.02	\$2,995.91	\$3,094.60	\$3,193.30	\$3,292.07	\$3,390.73	\$3,483.91	\$3,577.21	\$3,673.03
	Daily	\$279.86	\$289.71	\$299.60	\$309.46	\$319.33	\$329.21	\$339.08	\$348.40	\$357.73	\$367.31
	Hourly	\$39.98	\$41.39	\$42.80	\$44.21	\$45.62	\$47.03	\$48.44	\$49.78	\$51.11	\$52.48
HN	35 Annual	\$76,029.00	\$78,673.00	\$81,312.00	\$83,957.00	\$86,600.00	\$89,239.00	\$91,884.00	\$94,409.00	\$96,939.00	\$99,537.00
	Bi-Wk	\$2,912.99	\$3,014.30	\$3,115.41	\$3,216.75	\$3,318.01	\$3,419.12	\$3,520.46	\$3,617.21	\$3,714.14	\$3,813.68
	Daily	\$291.30	\$301.43	\$311.55	\$321.68	\$331.81	\$341.92	\$352.05	\$361.73	\$371.42	\$381.37
	Hourly	\$41.62	\$43.07	\$44.51	\$45.96	\$47.41	\$48.85	\$50.30	\$51.68	\$53.06	\$54.49
HN	36 Annual	\$79,180.00	\$81,892.00	\$84,602.00	\$87,313.00	\$90,026.00	\$92,734.00	\$95,443.00	\$98,068.00	\$100,691.00	\$103,386.00
	Bi-Wk	\$3,033.72	\$3,137.63	\$3,241.46	\$3,345.33	\$3,449.28	\$3,553.03	\$3,656.82	\$3,757.40	\$3,857.90	\$3,961.15
	Daily	\$303.38	\$313.77	\$324.15	\$334.54	\$344.93	\$355.31	\$365.69	\$375.74	\$385.79	\$396.12
	Hourly	\$43.34	\$44.83	\$46.31	\$47.80	\$49.28	\$50.76	\$52.25	\$53.68	\$55.12	\$56.59

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HN	37	Annual	\$82,217.00	\$85,000.00	\$87,785.00	\$90,570.00	\$93,359.00	\$96,143.00	\$98,926.00	\$101,646.00	\$104,365.00	\$107,158.00
		Bi-Wk	\$3,150.08	\$3,256.71	\$3,363.41	\$3,470.12	\$3,576.98	\$3,683.64	\$3,790.27	\$3,894.49	\$3,998.66	\$4,105.68
		Daily	\$315.01	\$325.68	\$336.35	\$347.02	\$357.70	\$368.37	\$379.03	\$389.45	\$399.87	\$410.57
		Hourly	\$45.01	\$46.53	\$48.05	\$49.58	\$51.10	\$52.63	\$54.15	\$55.64	\$57.13	\$58.66
HN	38	Annual	\$85,612.00	\$88,460.00	\$91,314.00	\$94,162.00	\$97,013.00	\$99,861.00	\$102,714.00	\$105,536.00	\$108,361.00	\$111,261.00
		Bi-Wk	\$3,280.16	\$3,389.28	\$3,498.63	\$3,607.74	\$3,716.98	\$3,826.10	\$3,935.41	\$4,043.53	\$4,151.77	\$4,262.88
		Daily	\$328.02	\$338.93	\$349.87	\$360.78	\$371.70	\$382.61	\$393.55	\$404.36	\$415.18	\$426.29
		Hourly	\$46.86	\$48.42	\$49.99	\$51.54	\$53.10	\$54.66	\$56.23	\$57.77	\$59.32	\$60.90
HN	39	Annual	\$89,171.00	\$92,089.00	\$95,007.00	\$97,932.00	\$100,847.00	\$103,762.00	\$106,684.00	\$109,615.00	\$112,553.00	\$115,570.00
		Bi-Wk	\$3,416.52	\$3,528.32	\$3,640.12	\$3,752.19	\$3,863.87	\$3,975.56	\$4,087.51	\$4,199.81	\$4,312.38	\$4,427.97
		Daily	\$341.66	\$352.84	\$364.02	\$375.22	\$386.39	\$397.56	\$408.76	\$419.99	\$431.24	\$442.80
		Hourly	\$48.81	\$50.41	\$52.01	\$53.61	\$55.20	\$56.80	\$58.40	\$60.00	\$61.61	\$63.26
HN	40	Annual	\$92,888.00	\$95,868.00	\$98,852.00	\$101,829.00	\$104,810.00	\$107,792.00	\$110,773.00	\$113,818.00	\$116,866.00	\$119,998.00
		Bi-Wk	\$3,558.93	\$3,673.11	\$3,787.44	\$3,901.50	\$4,015.71	\$4,129.97	\$4,244.18	\$4,360.85	\$4,477.63	\$4,597.63
		Daily	\$355.90	\$367.32	\$378.75	\$390.15	\$401.58	\$413.00	\$424.42	\$436.09	\$447.77	\$459.77
		Hourly	\$50.85	\$52.48	\$54.11	\$55.74	\$57.37	\$59.00	\$60.64	\$62.30	\$63.97	\$65.69
HN	41	Annual	\$96,774.00	\$99,826.00	\$102,878.00	\$105,932.00	\$108,986.00	\$112,036.00	\$115,085.00	\$118,252.00	\$121,417.00	\$124,668.00
		Bi-Wk	\$3,707.82	\$3,824.76	\$3,941.69	\$4,058.70	\$4,175.71	\$4,292.57	\$4,409.39	\$4,530.73	\$4,652.00	\$4,776.56
		Daily	\$370.79	\$382.48	\$394.17	\$405.87	\$417.58	\$429.26	\$440.94	\$453.08	\$465.20	\$477.66
		Hourly	\$52.97	\$54.64	\$56.31	\$57.99	\$59.66	\$61.33	\$63.00	\$64.73	\$66.46	\$68.24
HN	42	Annual	\$100,806.00	\$103,932.00	\$107,055.00	\$110,164.00	\$113,290.00	\$116,411.00	\$119,534.00	\$122,822.00	\$126,108.00	\$129,482.00
		Bi-Wk	\$3,862.30	\$3,982.07	\$4,101.73	\$4,220.85	\$4,340.62	\$4,460.20	\$4,579.85	\$4,705.83	\$4,831.73	\$4,961.00
		Daily	\$386.23	\$398.21	\$410.18	\$422.09	\$434.07	\$446.02	\$457.99	\$470.59	\$483.18	\$496.10
		Hourly	\$55.18	\$56.89	\$58.60	\$60.30	\$62.01	\$63.72	\$65.43	\$67.23	\$69.03	\$70.88
HN	43	Annual	\$105,086.00	\$108,270.00	\$111,455.00	\$114,634.00	\$117,821.00	\$120,999.00	\$124,178.00	\$127,597.00	\$131,010.00	\$134,515.00
		Bi-Wk	\$4,026.29	\$4,148.28	\$4,270.31	\$4,392.11	\$4,514.22	\$4,635.98	\$4,757.78	\$4,888.78	\$5,019.55	\$5,153.84
		Daily	\$402.63	\$414.83	\$427.04	\$439.22	\$451.43	\$463.60	\$475.78	\$488.88	\$501.96	\$515.39
		Hourly	\$57.52	\$59.27	\$61.01	\$62.75	\$64.49	\$66.23	\$67.97	\$69.84	\$71.71	\$73.63